



Nevada System of Higher Education

*University of Nevada,
Las Vegas*

*University of Nevada,
Reno*

*Nevada State College
at Henderson*

*Community College of
Southern Nevada*

*Great Basin
College*

*Truckee Meadows
Community College*

*Western Nevada
Community College*

*Desert Research
Institute*

NSHE

DIVERSITY REPORT

2004-05

OCTOBER 2005

Prepared by the Office of Academic and Student Affairs

NSHE
DIVERSITY REPORT
2004-05

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**NSHE
DIVERSITY REPORT
2004-05**

**PERFORMANCE
INDICATORS**



Performance Indicator #4

Student Diversity

NSHE Master Plan

Goal:
Opportunity and Accessible Education for All

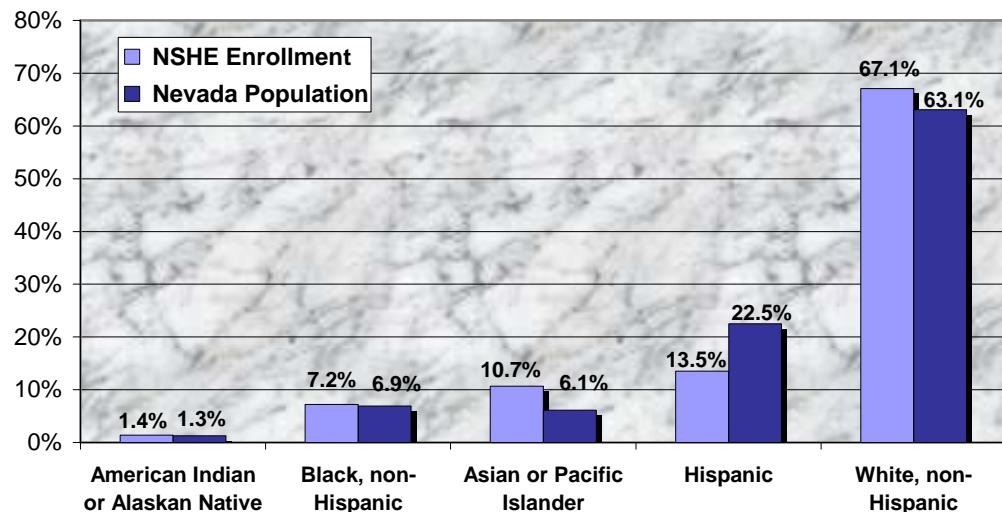
Planning Target:
Minority enrollment distributions within the NSHE will meet or exceed the minority population distributions within the state of Nevada.

Progress:
In Fall 2004, the ethnic distribution of NSHE student enrollment met or surpassed the minority population distributions of the state in all ethnic minority groups except Hispanics. In the NSHE, Hispanics comprised 14% of the total enrollment, while throughout Nevada, Hispanics made up 23% of the state's population.

While Hispanics remain the only underrepresented ethnic/racial group in the NSHE, their growth has been enormous over the past ten years. In terms of absolute growth, increases in Hispanic student enrollment are second only to the growth of White, non-Hispanic students enrolling in the system.

Key Indicator Ethnic/racial distribution of NSHE student population as compared to ethnic/racial population distribution within the state of Nevada

Ethnic/Racial Distribution of NSHE Enrollment Compared to Nevada Population - Fall 2004



Source: IPEDS Fall Enrollment Survey (data on race/ethnicity are not available for students who are non-resident aliens or who report their race/ethnicity as "unknown"), State of Nevada Demographer 2004 projection

- In Fall 2004, enrollment distributions either met or surpassed population distributions for all ethnic minority groups, except Hispanics.

Sub-Indicator NSHE ethnic/racial enrollment growth (absolute and percent growth)

NSHE Ethnic/Racial Enrollment Growth
Ten-year Period (1995 to 2004)

	American Indian or Alaskan Native	Black, non-Hispanic	Asian or Pacific Islander	Hispanic	White non-Hispanic	Total
Fall 1995	998	3,433	3,716	4,739	47,783	60,669
Fall 2004	1,247	6,222	9,249	11,638	57,845	86,201
Absolute Growth (95 to 04)	249	2,789	5,533	6,899	10,062	25,532
Percent Growth (95 to 04)	25%	81%	149%	146%	21%	42%

- Over the past ten years, the ethnic/racial categories of Asian/Pacific Islander, Hispanic, and Black (non-Hispanic) experienced significant enrollment growth.



Performance Indicator #8

Graduation Rates

NSHE Master Plan

Goal:

Opportunity and Accessible Education of All

Planning Target:

Increase the percentage of students who successfully complete bachelor's degrees in six years and increase the percentage of community college students who complete associate degrees in three years. Minority graduation rates will meet or exceed rates of White, non-Hispanic students.

Progress:

Graduation rates at UNR reached as high as 49% in 2001, while rates at UNLV steadily increased, peaking at 42% in 2004. The aggregate graduation rate for the universities in 2004 was 45%.

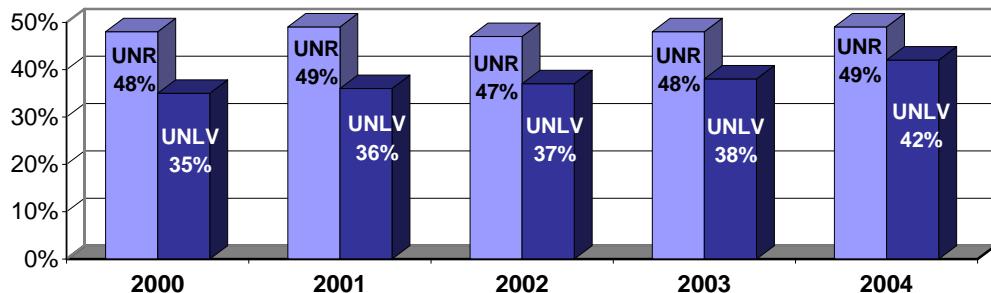
Community college graduation rates have shown some increases in recent years although rates range widely between institutions.

At most NSHE institutions, the five-year average minority graduation rate is only slightly less than the rates of White, non-Hispanic students.

Key Indicator Percent of first-time, full-time degree-seeking students graduating within 150% of expected completion time (graduation rate)

University Graduation Rates

% of first-time, full-time, degree-seeking students graduating with a bachelor's degree within 150% of expected time (6 years)

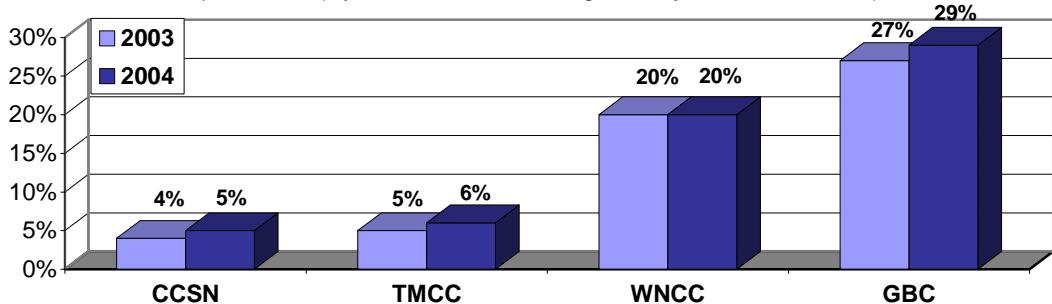


Source: IPEDS Peer Analysis System

- Six year graduation rates at UNR ranged from 47% to 49% over the past five years, while rates at UNLV steadily climbed from 35% in 2000, to 42% in 2004.

Community College Graduation Rates

% of first-time, full-time, degree-seeking students earning a degree or certificate within 150% of expected time (3 years for an associate degree, 1.5 years for a certificate)



- Great Basin College (GBC) recorded the highest graduation rate among the community colleges in both 2003 and 2004.

Sub-Indicator Graduation rates by race/ethnicity

NSHE Graduation Rates by Race/Ethnicity 5 Year Averages (2000 through 2004)

NSHE Graduates	Bachelor's Degree within 6 years		Associate Degree within 3 years, Certificate within 1.5 years			
	UNR	UNLV	CCSN	GBC	TMCC	WNCC
White, non-Hispanic	48%	38%	3%	29%	4%	16%
Minority Students	47%	36%	5%	28%	3%	18%

Note: rates do not include non-resident aliens or students who report race as "unknown"

- Graduate rates of minority students in the UCCSN compare favorably to the rates of White, non-Hispanic students.



NSHE Master Plan

Goal:
Quality Education

Progress:
One indicator of quality is a diverse faculty that reflects the ethnic and racial attributes of the student population. In the past ten years, the ethnic/racial minority distribution of NSHE faculty has increased from 11.4% of total full-time faculty employed to 15.5% in the most recent reporting year.

The following are some additional faculty characteristics within the NSHE:

- Close to 100% of full-time faculty at the state college and the universities have earned a doctoral or terminal degree.
- Nearly 90% of full-time faculty at the community colleges have earned a master's degree or higher.
- Approximately 95% of the total faculty FTE at the universities is comprised of full-time faculty.
- As a result of the community colleges' missions and funding levels, approximately 55% of total faculty FTE is comprised of full-time faculty.

Performance Indicator #10

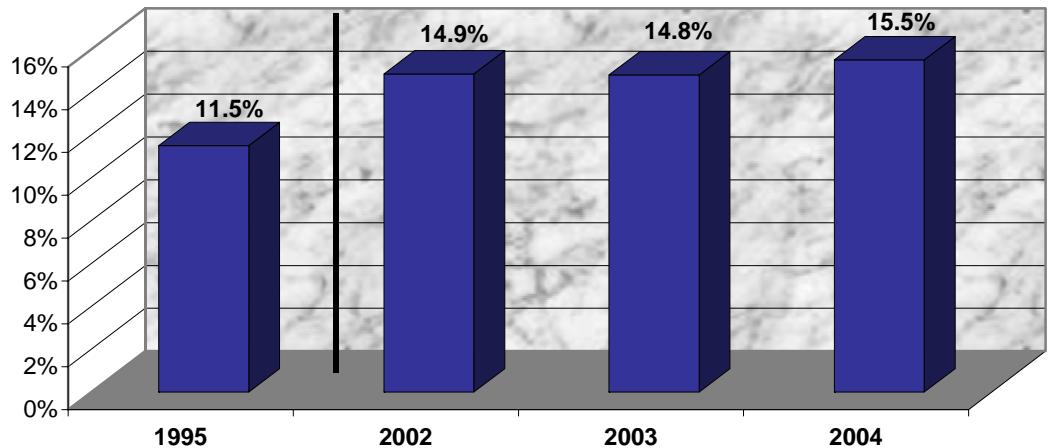
Faculty Characteristics

Key Indicator

Ethnic/racial minority distribution of NSHE faculty

Ethnic/Racial Minority Distribution of NSHE Faculty

% of Total UCCSN Full-time Faculty that are Ethnic/Racial Minorities
1995 to 2002-2004



source: IPEDS Fall Staff Survey

- The ethnic/racial minority distribution of NSHE faculty increased from 11.4% in 1995 to 15.5% in 2004.

Sub-Indicator

Ethnic/racial minority distribution of faculty by UCCSN institutions

Ethnic/Racial Minority Distribution of NSHE Faculty

% of Total Full-time Faculty by Institution that are Ethnic/Racial Minorities

	1995	2002	2003	2004
UNLV	13.1%	19.1%	18.8%	18.7%
UNR	11.3%	12.5%	11.5%	13.8%
NSC	NA	0.0%	18.2%	20.0%
CCSN	13.7%	18.0%	19.1%	18.3%
GBC	3.0%	9.4%	10.9%	10.3%
TMCC	9.0%	8.9%	7.7%	10.0%
WNCC	1.3%	4.0%	4.2%	3.9%
DRI	NA	8.9%	10.3%	12.3%
UCCSN	11.5%	14.9%	14.8%	15.5%

source: IPEDS Fall Staff Survey

- Over the past ten years, every NSHE institution increased the percentage of ethnic/racial minority faculty employed.

**NSHE
DIVERSITY REPORT
2004-05**

STUDENT DIVERSITY

NSHE Diversity Report

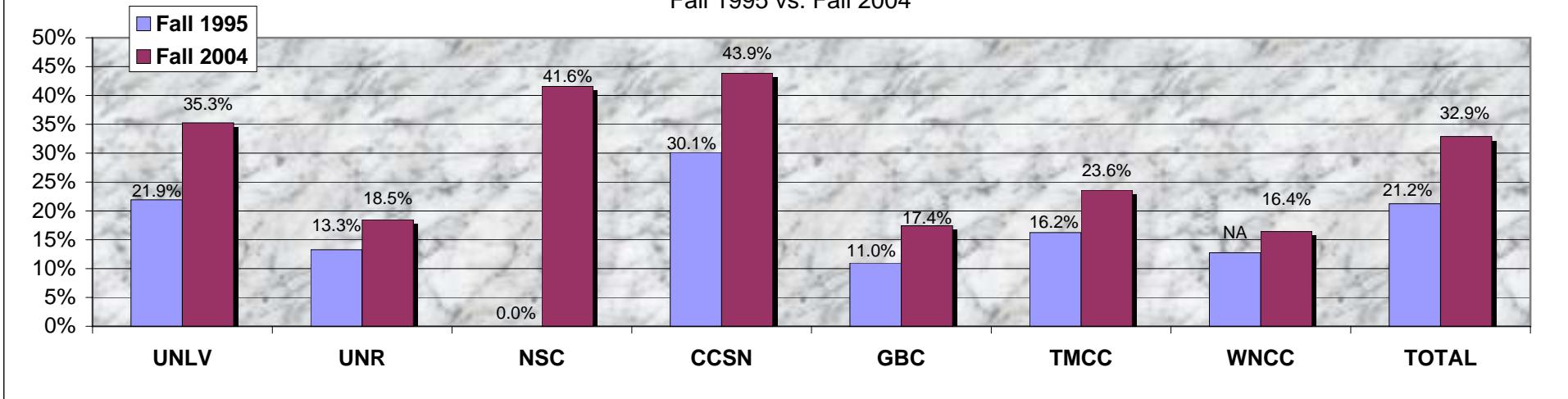
Ethnic/Racial Minority Enrollment Distributions

Fall 1995; Fall 2004

source: IPEDS Fall Enrollment Survey

Ethnic/Racial Minority Enrollment Distribution

Fall 1995 vs. Fall 2004



Institution	White non-Hispanic		Black non-Hispanic		Hispanic		Asian or Pacific Islander		American Indian/Alaska Native		% Ethnic/Racial Minorities	
	Fall 1995	Fall 2004	Fall 1995	Fall 2004	Fall 1995	Fall 2004	Fall 1995	Fall 2004	Fall 1995	Fall 2004	Fall 1995	Fall 2004
UNLV	78.1%	64.7%	7.0%	8.8%	7.2%	11.3%	6.9%	14.1%	0.9%	1.0%	21.9%	35.3%
UNR	86.7%	81.5%	1.8%	2.4%	4.5%	7.4%	5.6%	7.3%	1.3%	1.4%	13.3%	18.5%
NSC	NA	58.4%	NA	7.5%	NA	18.4%	NA	13.9%	NA	1.8%	NA	41.6%
CCSN	69.9%	56.1%	9.7%	11.0%	11.8%	19.1%	7.6%	12.7%	1.1%	1.0%	30.1%	43.9%
GBC	89.0%	82.6%	0.2%	0.9%	5.3%	10.5%	1.0%	1.3%	4.5%	4.7%	11.0%	17.4%
TMCC	83.8%	76.4%	2.0%	2.5%	6.4%	12.1%	5.0%	6.6%	2.9%	2.4%	16.2%	23.6%
WNCC	87.3%	83.6%	1.7%	1.4%	4.5%	8.8%	2.3%	2.9%	4.4%	3.3%	12.7%	16.4%
TOTAL	78.8%	67.1%	5.7%	7.2%	7.8%	13.5%	6.1%	10.7%	1.6%	1.4%	21.2%	32.9%

NSHE Student Headcount by Ethnic/Racial Minority Status

source: IPEDS Fall Enrollment

Fall 1995 - All Students

Student Headcount

Institution	White non-Hispanic	Black non-Hispanic	Hispanic	Asian or Pacific Islander	American Indian/Alaska Native	Race/ethnicity unknown	Nonresident alien	Grand total	Total (minus alien & unknown)
UNLV	12,864	1,147	1,192	1,134	141	1,332	1,032	18,842	16,478
UNR	9,421	197	486	612	145	504	624	11,989	10,861
NSC	NA	NA	NA	NA	NA	NA	NA	NA	NA
CCSN	13,427	1,857	2,261	1,456	214	1,170	32	20,417	19,215
GBC	1,770	4	105	20	89	338	0	2,326	1,988
TMCC	6,738	160	513	402	231	526	130	8,700	8,044
WNCC	3,563	68	182	92	178	256	70	4,409	4,083
TOTAL	47,783	3,433	4,739	3,716	998	4,126	1,888	66,683	60,669

Percent Distribution

Institution	White non-Hispanic	Black non-Hispanic	Hispanic	Asian or Pacific Islander	American Indian/Alaska Native	Total
UNLV	78.1%	7.0%	7.2%	6.9%	0.9%	100%
UNR	86.7%	1.8%	4.5%	5.6%	1.3%	100%
NSC	NA	NA	NA	NA	NA	NA
CCSN	69.9%	9.7%	11.8%	7.6%	1.1%	100%
GBC	89.0%	0.2%	5.3%	1.0%	4.5%	100%
TMCC	83.8%	2.0%	6.4%	5.0%	2.9%	100%
WNCC	87.3%	1.7%	4.5%	2.3%	4.4%	100%
TOTAL	78.8%	5.7%	7.8%	6.1%	1.6%	100%

note: calculation of percents exclude non-resident alien and unknown from denominator

NSHE Student Headcount by Ethnic/Racial Minority Status

source: IPEDS Fall Enrollment

Fall 2004 - All Students

Student Headcount

Institution	White non-Hispanic	Black non-Hispanic	Hispanic	Asian or Pacific Islander	American Indian/Alaska Native	Race/ethnicity unknown	Nonresident alien	Grand total	Total (minus alien & unknown)
UNLV	15,222	2,074	2,656	3,323	234	2,677	1,153	27,339	23,509
UNR	11,276	333	1,017	1,016	189	1,381	738	15,950	13,831
NSC	617	79	194	147	19	180	0	1,236	1,056
CCSN	17,310	3,396	5,901	3,927	303	2,780	10	33,627	30,837
GBC	1,918	21	244	31	109	227	0	2,550	2,323
TMCC	7,855	256	1,241	678	251	732	161	11,174	10,281
WNCC	3,647	63	385	127	142	530	3	4,897	4,364
TOTAL	57,845	6,222	11,638	9,249	1,247	8,507	2,065	96,773	86,201

Percent Distribution

Institution	White non-Hispanic	Black non-Hispanic	Hispanic	Asian or Pacific Islander	American Indian/Alaska Native	Total
UNLV	64.7%	8.8%	11.3%	14.1%	1.0%	100%
UNR	81.5%	2.4%	7.4%	7.3%	1.4%	100%
NSC	58.4%	7.5%	18.4%	13.9%	1.8%	100%
CCSN	56.1%	11.0%	19.1%	12.7%	1.0%	100%
GBC	82.6%	0.9%	10.5%	1.3%	4.7%	100%
TMCC	76.4%	2.5%	12.1%	6.6%	2.4%	100%
WNCC	83.6%	1.4%	8.8%	2.9%	3.3%	100%
TOTAL	67.1%	7.2%	13.5%	10.7%	1.4%	100%

note: calculation of percents exclude non-resident alien and unknown from denominator

**NSHE
DIVERSITY REPORT
2004-05**

**FACULTY & STAFF
DIVERSITY**

UNIVERSITY OF NEVADA, LAS VEGAS

Fall Staff Report - Fall 1995, Fall 2002-04 Summary

source: IPEDS Fall Staff Survey

UNLV - Full-time Employees

Occupational Categories	% Minority				% Female			
	Fall 1995	Fall 2002	Fall 2003	Fall 2004	Fall 1995	Fall 2002	Fall 2003	Fall 2004
Exec., Admin. & Managerial	8%	16%	17%	14%	37%	48%	48%	36%
total # employed	146	269	283	75	146	269	283	75
# w/ reported ethnicity	146	265	281	74	146	269	283	75
# of minorities	12	43	49	10	54	128	136	27
Faculty	13%	19%	19%	19%	27%	33%	32%	34%
total # employed	633	759	789	833	633	759	789	833
# w/ reported ethnicity	603	733	750	774	633	759	789	833
# of minorities	79	140	141	145	173	253	256	281
Other Professionals	15%	21%	24%	22%	45%	51%	52%	55%
total # employed	240	392	409	724	240	392	409	724
# w/ reported ethnicity	227	392	394	698	240	392	394	724
# of minorities	34	84	94	157	107	207	213	395
Technical & Paraprofessional	24%	28%	31%	38%	62%	60%	59%	61%
total # employed	102	194	195	251	102	194	195	251
# w/ reported ethnicity	101	190	188	240	102	194	195	251
# of minorities	24	54	58	90	63	116	116	154
Clerical and Secretarial	21%	29%	29%	33%	88%	89%	86%	89%
total # employed	253	383	407	315	253	383	407	315
# w/ reported ethnicity	253	382	401	310	253	383	407	315
# of minorities	53	112	117	103	223	339	352	279
Skilled Crafts	26%	30%	27%	22%	0%	0%	2%	2%
total # employed	39	54	56	50	39	54	56	50
# w/ reported ethnicity	39	54	56	49	39	54	56	50
# of minorities	10	16	15	11	0	0	1	1
Service/Maintenance	40%	44%	45%	47%	20%	24%	25%	21%
total # employed	174	284	294	261	174	284	294	261
# w/ reported ethnicity	174	282	290	257	174	284	294	261
# of minorities	69	124	131	120	35	68	73	55
Total Full-Time Employees	18%	25%	26%	26%	41%	47%	47%	48%
total # employed	1587	2345	2433	2509	1587	2345	2433	2509
# w/ reported ethnicity	1543	2298	2360	2402	1587	2345	2433	2509
# of minorities	281	573	605	636	655	1111	1147	1192

Note: race/ethnicity are not available for non-resident aliens and staff reporting race/ethnicity as "unknown". These cases are removed from the denominator.

UNIVERSITY OF NEVADA, RENO

Fall Staff Report - Fall 1995, Fall 2002-04 Summary

source: IPEDS Fall Staff Survey

UNR - Full-time Employees

Occupational Categories	% Minority				% Female			
	Fall 1995	Fall 2002	Fall 2003	Fall 2004	Fall 1995	Fall 2002	Fall 2003	Fall 2004
Exec., Admin. & Managerial	7%	11%	12%	11%	44%	51%	52%	50%
total # employed	146	193	179	212	146	193	179	212
# w/ reported ethnicity	141	193	179	212	146	193	179	212
# of minorities	10	21	22	23	64	98	93	107
Faculty	11%	13%	12%	14%	29%	35%	35%	36%
total # employed	622	750	711	861	622	750	711	861
# w/ reported ethnicity	609	750	711	861	622	750	711	861
# of minorities	69	94	82	119	181	264	251	307
Other Professionals	12%	19%	18%	17%	50%	49%	53%	53%
total # employed	306	596	442	357	306	596	442	357
# w/ reported ethnicity	297	596	442	357	306	596	442	357
# of minorities	36	112	78	61	153	295	235	190
Technical & Paraprofessional	16%	25%	20%	22%	60%	59%	56%	64%
total # employed	146	212	184	383	146	212	184	383
# w/ reported ethnicity	137	210	181	381	146	212	184	383
# of minorities	22	52	36	82	88	126	103	246
Clerical and Secretarial	12%	15%	15%	15%	93%	91%	91%	88%
total # employed	439	451	389	479	439	451	389	479
# w/ reported ethnicity	420	445	383	478	439	451	389	479
# of minorities	52	66	59	73	409	411	354	422
Skilled Crafts	8%	3%	3%	5%	3%	2%	2%	2%
total # employed	67	90	90	99	67	90	90	99
# w/ reported ethnicity	66	90	89	99	67	90	90	99
# of minorities	5	3	3	5	2	2	2	2
Service/Maintenance	27%	31%	30%	30%	23%	28%	29%	27%
total # employed	160	179	173	187	160	179	173	187
# w/ reported ethnicity	157	179	173	187	160	179	173	187
# of minorities	42	55	52	56	36	50	50	50
Total Full-Time Employees	13%	16%	15%	16%	49%	50%	50%	51%
total # employed	1886	2471	2168	2578	1886	2471	2168	2578
# w/ reported ethnicity	1827	2463	2158	2575	1886	2471	2168	2578
# of minorities	236	403	332	419	933	1246	1088	1324

Note: race/ethnicity are not available for non-resident aliens and staff reporting race/ethnicity as "unknown". These cases are removed from the denominator.

NEVADA STATE COLLEGE

Fall Staff Report - Fall 1995, Fall 2002-04 Summary

source: IPEDS Fall Staff Survey

NSC - Full-time Employees

	% Minority				% Female			
	Fall 1995	Fall 2002	Fall 2003	Fall 2004	Fall 1995	Fall 2002	Fall 2003	Fall 2004
Occupational Categories								
Exec., Admin. & Managerial	17%	0%	50%		67%	67%	38%	
total # employed	0	6	6	8	0	6	6	8
# w/ reported ethnicity	0	6	6	8	0	6	6	8
# of minorities	0	1	0	4	0	4	4	3
Faculty	0%	18%	20%		75%	73%	72%	
total # employed	0	8	11	25	0	8	11	25
# w/ reported ethnicity	0	8	11	25	0	8	11	25
# of minorities	0	0	2	5	0	6	8	18
Other Professionals	67%	43%	56%		33%	57%	78%	
total # employed	0	3	7	9	0	3	7	9
# w/ reported ethnicity	0	3	7	9	0	3	7	9
# of minorities	0	2	3	5	0	1	4	7
Technical & Paraprofessional	0%	0%	67%		100%	100%	100%	
total # employed	0	0	1	3	0	0	1	3
# w/ reported ethnicity	0	0	1	3	0	0	1	3
# of minorities	0	0	0	2	0	0	1	3
Clerical and Secretarial	0%	0%	33%		100%	100%	67%	
total # employed	0	2	2	3	0	2	2	3
# w/ reported ethnicity	0	2	2	3	0	2	2	3
# of minorities	0	0	0	1	0	2	2	2
Skilled Crafts	0%	0%	0%		0%	0%	0%	
total # employed	0	0	0	0	0	0	0	0
# w/ reported ethnicity	0	0	0	0	0	0	0	0
# of minorities	0	0	0	0	0	0	0	0
Service/Maintenance	0%	0%	0%		100%	100%	100%	
total # employed	0	0	1	0	0	0	1	0
# w/ reported ethnicity	0	0	1	0	0	0	1	0
# of minorities	0	0	0	0	0	0	1	0
Total Full-Time Employees	16%	18%	35%		68%	71%	69%	
total # employed	0	19	28	48	0	19	28	48
# w/ reported ethnicity	0	19	28	48	0	19	28	48
# of minorities	0	3	5	17	0	13	20	33

Note: race/ethnicity are not available for non-resident aliens and staff reporting race/ethnicity as "unknown". These cases are removed from the denominator.

COMMUNITY COLLEGE OF SOUTHERN NEVADA

Fall Staff Report - Fall 1995, Fall 2002-04 Summary

source: IPEDS Fall Staff Survey

CCSN - Full-time Employees

Occupational Categories	% Minority				% Female			
	Fall 1995	Fall 2002	Fall 2003	Fall 2004	Fall 1995	Fall 2002	Fall 2003	Fall 2004
Exec., Admin. & Managerial	26%	39%	36%	36%	40%	53%	54%	55%
total # employed	35	70	67	69	35	70	67	69
# w/ reported ethnicity	35	70	67	69	35	70	67	69
# of minorities	9	27	24	25	14	37	36	38
Faculty	14%	18%	19%	18%	38%	42%	42%	43%
total # employed	227	412	405	448	227	412	405	448
# w/ reported ethnicity	226	384	404	448	227	412	405	448
# of minorities	31	69	77	82	86	171	172	192
Other Professionals	33%	33%	35%	39%	67%	54%	55%	52%
total # employed	33	176	180	191	33	176	180	191
# w/ reported ethnicity	33	176	180	190	33	176	180	191
# of minorities	11	58	63	74	22	95	99	100
Technical & Paraprofessional	26%	61%	67%	55%	70%	61%	62%	57%
total # employed	23	23	21	23	23	23	21	23
# w/ reported ethnicity	23	23	21	22	23	23	21	23
# of minorities	6	14	14	12	16	14	13	13
Clerical and Secretarial	34%	45%	45%	44%	88%	83%	82%	80%
total # employed	109	245	261	293	109	245	261	293
# w/ reported ethnicity	109	242	256	288	109	245	261	293
# of minorities	37	108	116	126	96	203	214	234
Skilled Crafts	30%	33%	38%	38%	20%	17%	15%	23%
total # employed	10	12	13	13	10	12	13	13
# w/ reported ethnicity	10	12	13	13	10	12	13	13
# of minorities	3	4	5	5	2	2	2	3
Service/Maintenance	41%	54%	55%	56%	10%	20%	23%	22%
total # employed	61	118	128	143	61	118	128	143
# w/ reported ethnicity	61	118	127	139	61	118	128	143
# of minorities	25	64	70	78	6	24	29	32
Total Full-Time Employees	25%	34%	35%	34%	49%	52%	53%	52%
total # employed	498	1056	1075	1180	498	1056	1075	1180
# w/ reported ethnicity	497	1025	1068	1169	498	1056	1075	1180
# of minorities	122	344	369	402	242	546	565	612

Note: race/ethnicity are not available for non-resident aliens and staff reporting race/ethnicity as "unknown". These cases are removed from the denominator.

GREAT BASIN COLLEGE

Fall Staff Report - Fall 1995, Fall 2002-04 Summary

source: IPEDS Fall Staff Survey

GBC - Full-time Employees

Occupational Categories	% Minority				% Female			
	Fall 1995	Fall 2002	Fall 2003	Fall 2004	Fall 1995	Fall 2002	Fall 2003	Fall 2004
Exec., Admin. & Managerial	0%	11%	11%	8%	61%	71%	68%	58%
total # employed	18	28	28	36	18	28	28	36
# w/ reported ethnicity	18	28	28	36	18	28	28	36
# of minorities	0	3	3	3	11	20	19	21
Faculty	3%	9%	11%	10%	42%	38%	36%	48%
total # employed	33	53	55	58	33	53	55	58
# w/ reported ethnicity	33	53	55	58	33	53	55	58
# of minorities	1	5	6	6	14	20	20	28
Other Professionals	0%	0%	0%	21%	75%	87%	86%	43%
total # employed	8	15	14	14	8	15	14	14
# w/ reported ethnicity	8	15	14	14	8	15	14	14
# of minorities	0	0	0	3	6	13	12	6
Technical & Paraprofessional	0%	20%	29%		100%	47%	53%	
total # employed	5	15	17	0	5	15	17	0
# w/ reported ethnicity	5	15	17	0	5	15	17	0
# of minorities	0	3	5	0	5	7	9	0
Clerical and Secretarial	9%	15%	14%	16%	100%	100%	100%	100%
total # employed	23	39	37	38	23	39	37	38
# w/ reported ethnicity	23	39	37	38	23	39	37	38
# of minorities	2	6	5	6	23	39	37	38
Skilled Crafts	0%	0%	0%	0%	100%	0%	0%	0%
total # employed	1	3	4	4	1	3	4	4
# w/ reported ethnicity	1	3	4	4	1	3	4	4
# of minorities	0	0	0	0	1	0	0	0
Service/Maintenance	29%	46%	44%	35%	21%	8%	8%	8%
total # employed	14	24	25	26	14	24	25	26
# w/ reported ethnicity	14	24	25	26	14	24	25	26
# of minorities	4	11	11	9	3	2	2	2
Total Full-Time Employees	7%	16%	17%	15%	62%	57%	55%	54%
total # employed	102	177	180	176	102	177	180	176
# w/ reported ethnicity	102	177	180	176	102	177	180	176
# of minorities	7	28	30	27	63	101	99	95

Note: race/ethnicity are not available for non-resident aliens and staff reporting race/ethnicity as "unknown". These cases are removed from the denominator.

TRUCKEE MEADOWS COMMUNITY COLLEGE

Fall Staff Report - Fall 1995, Fall 2002-04 Summary

source: IPEDS Fall Staff Survey

TMCC - Full-time Employees

Occupational Categories	% Minority				% Female			
	Fall 1995	Fall 2002	Fall 2003	Fall 2004	Fall 1995	Fall 2002	Fall 2003	Fall 2004
Exec., Admin. & Managerial	13%	21%	20%	24%	61%	50%	49%	56%
total # employed	38	34	41	43	38	34	41	43
# w/ reported ethnicity	38	33	40	41	38	34	41	43
# of minorities	5	7	8	10	23	17	20	24
Faculty	9%	9%	8%	10%	46%	49%	48%	47%
total # employed	112	142	148	164	112	142	148	164
# w/ reported ethnicity	111	135	143	160	112	142	148	164
# of minorities	10	12	11	16	51	69	71	77
Other Professionals	20%	18%	18%	13%	67%	71%	63%	56%
total # employed	15	44	65	78	15	44	65	78
# w/ reported ethnicity	15	44	62	76	15	44	62	78
# of minorities	3	8	11	10	10	34	41	44
Technical & Paraprofessional	20%	10%	17%	10%	69%	70%	78%	62%
total # employed	26	20	23	21	26	20	23	21
# w/ reported ethnicity	25	20	23	21	26	20	23	21
# of minorities	5	2	4	2	18	14	18	13
Clerical and Secretarial	17%	14%	15%	16%	91%	85%	84%	86%
total # employed	65	84	81	81	65	84	81	81
# w/ reported ethnicity	65	84	81	81	65	84	81	81
# of minorities	11	12	12	13	59	71	68	70
Skilled Crafts	0%	17%						
total # employed	2	5	5	6	2	5	5	6
# w/ reported ethnicity	2	5	5	6	2	5	5	6
# of minorities	0	0	0	0	0	0	0	1
Service/Maintenance	38%	35%	33%	39%	28%	25%	27%	22%
total # employed	25	48	48	49	25	48	48	49
# w/ reported ethnicity	24	48	48	49	25	48	48	49
# of minorities	9	17	16	19	7	12	13	11
Total Full-Time Employees	15%	16%	15%	16%	59%	57%	56%	54%
total # employed	283	381	411	442	283	381	411	442
# w/ reported ethnicity	280	369	402	434	283	381	411	442
# of minorities	43	58	62	70	168	217	231	240

Note: race/ethnicity are not available for non-resident aliens and staff reporting race/ethnicity as "unknown". These cases are removed from the denominator.

WESTERN NEVADA COMMUNITY COLLEGE

Fall Staff Report - Fall 1995, Fall 2002-04 Summary

source: IPEDS Fall Staff Survey

WNCC - Full-time Employees

Occupational Categories	% Minority				% Female			
	Fall 1995	Fall 2002	Fall 2003	Fall 2004	Fall 1995	Fall 2002	Fall 2003	Fall 2004
Exec., Admin. & Managerial	11%	15%	12%	9%	42%	45%	47%	52%
total # employed	19	20	17	23	19	20	17	23
# w/ reported ethnicity	19	20	17	23	19	20	17	23
# of minorities	2	3	2	2	8	9	8	12
Faculty	1%	4%	4%	4%	51%	45%	45%	45%
total # employed	78	76	74	77	78	76	74	77
# w/ reported ethnicity	78	75	72	77	78	76	74	77
# of minorities	1	3	3	3	40	34	33	35
Other Professionals	0%	15%	9%	12%	60%	63%	61%	58%
total # employed	5	27	33	33	5	27	33	33
# w/ reported ethnicity	5	27	33	33	5	27	33	33
# of minorities	0	4	3	4	3	17	20	19
Technical & Paraprofessional	19%	15%	15%	10%	88%	75%	80%	71%
total # employed	16	20	20	21	16	20	20	21
# w/ reported ethnicity	16	20	20	21	16	20	20	21
# of minorities	3	3	3	2	14	15	16	15
Clerical and Secretarial	18%	24%	26%	24%	96%	88%	86%	87%
total # employed	49	42	35	38	49	42	35	38
# w/ reported ethnicity	49	42	35	38	49	42	35	38
# of minorities	9	10	9	9	47	37	30	33
Skilled Crafts	50%	100%	50%	50%	0%	0%	0%	0%
total # employed	2	1	2	2	2	1	2	2
# w/ reported ethnicity	2	1	2	2	2	1	2	2
# of minorities	1	1	1	1	0	0	0	0
Service/Maintenance	25%	20%	27%	29%	0%	16%	15%	17%
total # employed	12	25	26	24	12	25	26	24
# w/ reported ethnicity	12	25	26	24	12	25	26	24
# of minorities	3	5	7	7	0	4	4	4
Total Full-Time Employees	10%	14%	14%	13%	62%	55%	54%	54%
total # employed	181	211	207	218	181	211	207	218
# w/ reported ethnicity	181	210	205	218	181	211	207	218
# of minorities	19	29	28	28	112	116	111	118

Note: race/ethnicity are not available for non-resident aliens and staff reporting race/ethnicity as "unknown". These cases are removed from the denominator.

DESERT RESEARCH INSTITUTE

Fall Staff Report - Fall 1995, Fall 2002-04 Summary

source: IPEDS Fall Staff Survey

DRI - Full-time Employees

Occupational Categories	% Minority			% Female			
	Fall 1995	Fall 2002	Fall 2003	Fall 2004	Fall 1995	Fall 2002	Fall 2003
Exec., Admin. & Managerial	6%	4%	5%		25%	35%	25%
total # employed	20	23	20		20	23	20
# w/ reported ethnicity	18	23	20		20	23	20
# of minorities	1	1	1		5	8	5
Faculty	9%	10%	12%		19%	19%	18%
total # employed	97	103	113		97	103	113
# w/ reported ethnicity	90	97	106		97	103	113
# of minorities	8	10	13		18	20	20
Other Professionals	15%	20%	14%		65%	52%	56%
total # employed	20	25	36		20	25	36
# w/ reported ethnicity	20	25	36		20	25	36
# of minorities	3	5	5		13	13	20
Technical & Paraprofessional	3%	7%	7%		53%	57%	64%
total # employed	38	44	44		38	44	44
# w/ reported ethnicity	38	44	44		38	44	44
# of minorities	1	3	3		20	25	28
Clerical and Secretarial	27%	33%	13%		93%	90%	100%
total # employed	15	10	8		15	10	8
# w/ reported ethnicity	15	9	8		15	10	8
# of minorities	4	3	1		14	9	8
Skilled Crafts	40%	50%	50%		20%	25%	0%
total # employed	5	4	4		5	4	4
# w/ reported ethnicity	5	4	4		5	4	4
# of minorities	2	2	2		1	1	0
Service/Maintenance	25%	33%	22%		0%	0%	10%
total # employed	8	7	10		8	7	10
# w/ reported ethnicity	8	6	9		8	7	10
# of minorities	2	2	2		0	0	1
Total Full-Time Employees	11%	13%	12%		35%	35%	35%
total # employed	203	216	235		203	216	235
# w/ reported ethnicity	194	208	227		203	216	235
# of minorities	21	26	27		71	76	82

Note: race/ethnicity are not available for non-resident aliens and staff reporting race/ethnicity as "unknown". These cases are removed from the denominator.

SYSTEM ADMINISTRATION (including SCS)

Fall Staff Report - Fall 1995, Fall 2002-04 Summary

source: IPEDS Fall Staff Survey

SYS ADMIN - Full-time Employees

Occupational Categories	% Minority				% Female			
	Fall 1995	Fall 2002	Fall 2003	Fall 2004	Fall 1995	Fall 2002	Fall 2003	Fall 2004
Exec., Admin. & Managerial	7%	10%	6%	4%	40%	49%	54%	62%
total # employed	43	51	48	26	43	51	48	26
# w/ reported ethnicity	43	51	48	26	43	51	48	26
# of minorities	3	5	3	1	17	25	26	16
Faculty								
total # employed	0	0	0	0	0	0	0	0
# w/ reported ethnicity	0	0	0	0	0	0	0	0
# of minorities	0	0	0	0	0	0	0	0
Other Professionals	8%	19%	21%	17%	58%	43%	43%	42%
total # employed	24	112	106	134	24	112	106	134
# w/ reported ethnicity	24	112	106	134	24	112	106	134
# of minorities	2	21	22	23	14	48	46	56
Technical & Paraprofessional	7%	0%	0%	0%	34%	0%	20%	100%
total # employed	44	4	5	1	44	4	5	1
# w/ reported ethnicity	44	4	5	1	44	4	5	1
# of minorities	3	0	0	0	15	0	1	1
Clerical and Secretarial	18%	14%	18%	23%	85%	83%	79%	91%
total # employed	33	29	28	22	33	29	28	22
# w/ reported ethnicity	33	29	28	22	33	29	28	22
# of minorities	6	4	5	5	28	24	22	20
Skilled Crafts								
total # employed	0	0	0	0	0	0	0	0
# w/ reported ethnicity	0	0	0	0	0	0	0	0
# of minorities	0	0	0	0	0	0	0	0
Service/Maintenance								
total # employed	0	0	0	0	0	0	0	0
# w/ reported ethnicity	0	0	0	0	0	0	0	0
# of minorities	0	0	0	0	0	0	0	0
Total Full-Time Employees	10%	15%	16%	16%	51%	49%	51%	51%
total # employed	144	196	187	183	144	196	187	183
# w/ reported ethnicity	144	196	187	183	144	196	187	183
# of minorities	14	30	30	29	74	97	95	93

Note: race/ethnicity are not available for non-resident aliens and staff reporting race/ethnicity as "unknown". These cases are removed from the denominator.